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ABSTRACT

In exploring the relationship between job and family, the impact of a man's perceptions of competency in both the husband and provider role were examined. Using a two-stage, stratified, representative sample design, interviewers collected data from middle-aged, married men. When perceived provider role competence was the dependent variable, the independent variable of occupational status was statistically significant. With perceived husband competence as the dependent variable, the independent variables of income, race and the interaction of race and wife's employment status were significant. There was a positive linear relationship between perceived marital competency and perceived job competency.
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PERCEPTIONS OF COMPETENCE IN PROVIDER AND HUSBAND
ROLES FOR MEN IN THE MIDDLE YEARS

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PERCEPTIONS OF COMPETENCE IN PROVIDER AND HUSBAND
ROLES FOR MEN IN THE MIDDLE YEARS

In a 1968 address to the National Council on Family Relations Dr. Bill Nichols spoke of the male dilemma in work and family life. Dilemma, he said, referred to the alternatives the American male faces in these two areas. Little was found in his review of literature which focused on describing and understanding the work-family situation of the American male. A decade later, there was still little research which attempted to analyze the relationship between these two vital worlds of the man, and especially, that which might exist as he reached middle age.

There is a paucity of research in the middle years as well. Developmental and socialization studies have emphasized the process of human development through age 18 or so, then skip to around 60 or 65 when aging begins. Unlike other life span age groups, the middle years have no clear-cut biological or demographic demarcation. Based on the life expectancy in our society, the middle years start in the early thirties for the vast majority of people today. The span of years encompassed in this category varies. Perhaps the ambiguity exists because middle age tends to be defined more in terms of life events rather than in years.

To explore the relationship of job and family, this study was designed (1) to determine the impact of husband role perception on

provider role perception, (2) and to examine the reciprocal impact of provider role perception on husband role perception. It was also designed to determine the relative importance of specific sociological and demographic variables in regard to perceptions of job and marital competence.

The sample was limited to married men, 35 to 55 years of age, who were employed in jobs in business or industry. This was based on the assumption that middle-aged men would more likely perceive themselves in a ladderlike career process in jobs of the business industry type than would men in more independent type occupations, such as farming and fishing.

The term "competence" rather than "satisfaction" or "success" was selected for this investigation because it was believed to solicit a more introspective reply. Job satisfaction has been studied extensively. Many of these studies have concluded that satisfaction does not increase performance, but high performance does increase satisfaction (Tarkenton, 1979). Performance evaluation in the provider role was measured through perceived competence in job related questions.

Marital satisfaction studies have shown a drop in satisfaction in the middle years (Pineo, 1963; Feldman, 1964). There is much evidence in the literature to support dissatisfaction with lack of role performance. Performance evaluation in the husband role was measured through perceived competence in questions related to marital expectations.

This study proceeded on the assumption that high levels of perceived competence tend to produce feelings of success and satisfaction

with self. Questions stated in this manner should encourage self evaluation. The reader is cautioned not to assume that spouses or employers would share these levels of evaluation. Further study is needed to determine the congruence of perceptions.

Review Of Literature

In a study of 2,000 male respondents Rogers (1974) found that in the 30-40 year olds, marriages often broke up and promising careers were derailed. This is most precisely failure in the American cultural expectations which are structured quite clearly for the male. That is, along the pathway from 20 to 40, it is expected that the man will get a job, marry, establish a home, a family, and a career in which he has made ladder-like progress (Fried, 1967).

Robert Blood (1972) asserts that the nature of the job affects man's attitude toward life, strengthening certain qualities and discouraging others. By the process of adult socialization, the job changes the man and makes him a different husband than he otherwise would have been.

According to Neugarten (1968) men perceive the onset of middle age by cues from outside the family; often through the differential behavior accorded them in the work setting. Men perceived themselves in terms of a sense of competence of self as an instrument by which to reach their goals (Neugarten, 1968). Because this society has structured two of those goals as success in marriage and progress in career, it seems logical that his perception of competence will include his role as husband and his role as provider.

Carl Jung (LeShan, 1973) described middle age as a time when people turn away from concern with other people's opinions of them to concern with the growth of self. When a man assesses his growth in middle age, he must evaluate himself as to how competently he has performed in his work in terms of particular aspects valued in this society, such as income level, promotions in his profession, status in job and place of employment, and recognition by significant others. He also assesses how competently he has performed in marriage in terms of fulfillment of personal needs, such as the ability to share problems and giving and receiving assistance in solving these problems, resolution of power conflicts and authority in the home, and performance in sexual activities. Through taking stock of one's life, middle age apparently is marked by an awareness of the disparity between one's expectations and achievements (Neugarten, 1968; Levinson, 1974).

Theory And Frame Of Reference

Because this study dealt with the family unit, the work unit, and the interaction of these two units, a theoretical framework was needed which would encompass all three aspects, yet allow for analysis of the separate parts. General systems theory (Bertalanfly, 1968) seemed to be the most applicable.

The functional interchanges between the systems were viewed through behavior and behavior response, conceptualized as perceived competence of the adult male, functioning as husband and as worker. Through this individual interchange with the economic system, the husband/worker provides goods, services, wages, or assets for his

family to which other subsystems assign a value. A primary function of the family is to provide encouragement and the necessary facilities to the worker. The husband/worker's perception of his value and encouragement are vital to this concept of competence in his role as provider.

Since the basis of this study was in terms of roles (husband and provider) played in the systems by the adult male, the definition of role needed clarification. Nye and Gecas (1976) concede both behavioral and cultural elements of role phenomenon, and view role as being composed of a number of segments. Each segment includes expectations that are part of the culture and typical behavior of persons occupying a status (position) which, in fact, validates the cultural expectations (Nye and Gecas, 1976, p.1). Mangus (1957) defined roles as learned patterns of conduct, acquired in response to prescriptions and expectations of significant others. In addition, roles are always reciprocal; i.e. the husband role has no meaning except in relation to the wife role. The individual then perceives himself and evaluates himself in terms of his perception of the evaluation of others.

Roles, for this paper, combines these two definitions which were thought to be highly similar. Roles were defined as being composed of a number of segments, each including cultural expectations and typical behaviors, which are acquired in response to prescriptions and expectations of significant others. Perceived role expectations include the individual's perception of himself in terms of his perception

of the evaluations of others.

The provider role is enacted in business or industry through the job held by the individual where, as a worker, he earns money for the support of his family. Measurement of this role was operationalized through a Perceived Job Competence Scale.

The husband role is enacted in the family through physical and psychological interaction with the wife in which he empathizes, supports, and promotes a sense of security and stability in the relationship. Measurement of this role was operationalized through a Perceived Marital Competence Scale.

A major goal for human beings is interpersonal competence in the perception and enactment of social roles and integration of these roles into a healthy social self (Mangus, 1957). The accomplishment of such a goal would contribute to the maintenance of the family system and the economic system.

Purpose Of The Study And Procedure

The purpose of this study was to determine the relationship of perceived provider role competence to perceived husband role competence of men in the middle years who are employed in business and industry.

Development Of The Instrument

(1). A structured questionnaire composed of 37 items based on the work of Herzberg, et al. (1966), was developed to assess perceived job competence (provider role). Herzberg and his associates carried out a number of studies in which they asked people to describe in detail what was happening in their jobs at times when they felt unusually satisfied, interested, or enthusiastic about their work, and again, for times when they felt unusually dissatisfied, frustrated, or unhappy. From these interviews, he identified motivational factors, which had the capacity to create job interest and willing effort; and hygiene factors, associated with job dissatisfaction and concerned with the environment in which the task was done. The first group was associated with job content, while the second was associated with job context.

Herzberg's research has been replicated many times so that its population sample now covers many different nationalities, ages, educational backgrounds, types of jobs and levels of seniority. Yet for all groups of people, the findings are quite consistent (Paul and Robertson, 1970). Herzberg's theory is considered particularly pertinent to this research because it focuses on attitudes or feelings of the individual caused by certain factors in the work experience. Such attitudes and feelings are conceptualized in this study in terms of

perceived competence. Forty four items were formulated to assess performance in the husband role. These items were based on Stinnett's Marital Competency Scale (Stinnett, 1967). He classified four broad categories as representative of the four basic needs in the marriage relationship: love, personality fulfillment, respect and communication. Stinnett used a factor analysis to examine the intercorrelations among items included in the Marital Competence Scale and to determine the presence of underlying factors which are related to the various items.

Four factors representing marital competence were identified. After examining the nature of the items and the common elements of each cluster of items, the four factors were defined as; (1) love, (2) personality fulfillment, (3) respect, and (4) communication. Items were considered highly related if the correlation was .40 or higher.

The chi-square test, applied in an item analysis, found all 46 items in the Marital Competence Scale to be significantly discriminating at the .001 level. Reliability was computed by the Spearman-Brown split-half method and was found to be .88.

Stinnett's concept of marital competence was utilized in this research because it denotes ability to perform marital roles in changing situations so as to promote the continuing development of the mate, and because it recognized that each spouse is capable of instigating action or effects upon the marriage and each other. Perceived marital competence was the preferred concept, however, because it denotes the personal definition of role performance and was assumed to affect ones concept of self in the interpersonal relationship in marriage.

One area thought to be important to marital competence which was not included in Stinnett's scale was sexual competence. Based on reflections in the literature, items were added to the scale to measure this area of competence. Items reflecting overall evaluative perceptions of competence in the spousal role were added.

Each item was characterized by 5 degrees of success in the behavior or behavior response measured by that item. Responses were scored so that the higher the level of perceived success, the higher was the score.

Other variables were measured by the subject's responses to single questions concerning age, occupation, wife's employment status, and occupation, if employed, years married, education and income. Race was measured by sight as the interviewer administered the instrument. Occupations were later classified as blue-collar or white-collar, based on the divisions in the U.S. Census classifications.

Sample

One hundred seventy-five married males, 35 to 55 years of age and employed in business or industry, were selected in a two-stage, stratified, area (geographic) method, producing a sample proportional to the population in race and socioeconomic status (Kish, 1953). Since blacks constitute 23% of the population of East Baton Rouge Parish and whites constitute 77%, a sample was drawn representing these racial proportions, and their proportionate distribution among the socioeconomic quartiles based on mean house value.

Interviews were conducted in the homes of respondents by a team

of trained interviewers. Responses were recorded on precoded questionnaires.

Treatment Of The Data

A factor analysis using the principal components technique was performed to determine the items which formed factor clusters. After an inspection of several factor solutions, the following clusters were identified as segments of each role:

In the Provider role, the cluster for Factor I was called self-esteem; Factor II, income; Factor III, Evaluation by Significant Others; and Factor IV, Task and Work Environment.

In the Husband role, the largest factor cluster was named the Therapeutic factor; Factor II, Sexual Competence; and Factor III, Power Conflict Resolution.

After dealing with missing values, the procedure described by Rummel (1970) was used to form the scales. Each Factor produced a subscale score. The Pearson product-moment correlation between each subscale and its respective question concerning overall competency in job or marriage was computed for the entire sample. Each subject's subscale score was then multiplied by the corresponding correlation coefficient to denote difference in import of each factor to each role for the male. As shown in Table I for Job, the Evaluation of Significant Others appears to have the most import; Self Esteem, second; Income, third; and Task and Work Environment, the least.

For the Marital Scale, Therapeutic ability has the most import, followed by Sexual Competence, and last, Resolution of Power Conflict.

Insert Table 1 about here

Job subscale scores were weighted and summed for each subject's Perceived Job Competence (PJC) score and the Marital subscales were weighted and summed for each subject's Perceived Marital Competence (PMC) score.

The t-test statistic was applied to the upper and lower quartiles to determine item discrimination. Nondiscriminatory items were eliminated. The factor analyses and scaling procedure were repeated, and final Job Scale scores and Marital Scale scores were determined.

Insert Tables 2A and 2B about here

Results

Using the analysis of variance technique, all hypotheses were tested at alpha .05. Sociological and demographic variables included in the analysis for both marital competence and job competence were occupational status, classified as blue collar and white collar; race; wife's employment status, classified as blue collar, white collar, and homemaker; income; education; and years married.

Analyses of these data indicate that two variables were significant to the perception of competence in the husband role: the Perceived Job Competence Score (provider role competence) ($F = 78.71$; $p < .0001$) and occupational status ($F = 6.49$; $p < .01$). To determine the importance of the significant effects, w^2 values were calculated. For the Perceived Job Competence Score, a w^2 value of .33 was determined. Thus, of the variation in the PMC scores accounted for by the variables in this study, 33% can be attributed to the Perceived Job Competence Score.

Insert Table 3 about here

To test the reciprocal relationship of perceived marital competence to perceived job competence, PJC was held as the dependent variable. The ANOVA summary table for this hypothesis is shown in Table 6. Testing again at alpha .05, the variables of Perceived Marital Competence, ($F = 78.71$; $p < .0001$), Income ($F = 4.33$; $p < .05$), Race ($F = 8.95$; $p < .05$) and the interaction of race and wife's employment status ($F = 4.55$; $p < .05$) were significant to the male's perception of his provider role.

Insert table 4 about here

There is once again a strong positive relationship between the provider role and the husband role. The Omega value of PMC in this analysis was .31. Of all the variables included in this study, marital competence perception was most important to the man's perception of job competence. Perceived Marital Competence accounted for 31% of the variation in the man's perception of his provider role competence. This is considered as further evidence that men hold similar perceptions of self in the worlds of work and marriage. Self concept theory emphasizes that when one feels able and successful in performance of major roles he develops feelings of self confidence which have an impact on how he performs in other roles (Smith, 1976). The findings of this study substantiate this theory.

Another interpretation of these data is that men may take their marriage problems to work about as often as they take their work problems home. Perhaps this relationship varies, according to presence or absence of serious conflict in either area.

Income accounted for 3% of the variation in the scores ($w^2 = .03$) in provider role competence. Increases in income customarily are viewed as indications of recognition of job competence. In this study, PJC increased as income increased. Questions relative to successful acquisition of and satisfaction with income in comparison with others were included in the PJC scale. Sample size did not allow for a further breakdown for income analysis.

Race accounted for 1.3% ($w^2 = .013$) of the variation in PJC scores. Whites perceived themselves as more competent than blacks in provider role competence. Until recently the black had little protection in job discrimination. He was the last hired and the first fired. Most black males were employed in blue collar jobs, and their paychecks were often not adequate to cover family needs. It seems likely that the middle-age black has experienced some of this discrimination in his work career and may still retain some feelings associated with such experiences.

The interaction of race and wives' employment status was significant ($F = 4.55$; $p < .05$) to perceived competence in the provider role. The calculated Omega value indicates 1.4% of the variance was accounted for by the race and wife's employment status interaction. Breaking this down, white husbands with wives of blue collar status had higher PJC scores than when wives were in white collar jobs. For blacks, the white collar employment status of the wife produced the highest mean competence score. The two races apparently viewed the working wife somewhat differently. It may be that the white husband

feels his provider role is threatened by a wife of equal or higher status, whereas he would perceive less threat if she were in a blue collar job or did not work. However, it must be remembered that there are very few blue collar jobs available to or acceptable by women in business and industry although the situation is changing somewhat.

Black, blue collar, middle-aged males and females possibly have lower incomes, less job security, and less hope of advancement than their blue collar counterparts among whites. Having a wife in a white collar job may, then, be a source of pride to the black male.

Apparently it is the racial factor which makes the difference since the interaction of husband's occupational status and wives' employment status was not significant. That is, having a working wife did not significantly affect men's perception of husband male competency.

The Pearson product-moment correlation computed between the Perceived Job Competence Scale and the Perceived Marital Competence Scale was .5852 ($p < .05$; $N = 142$). A correlation of this magnitude is judged to be a moderately high relationship. Considering this with the significant F ratios from the ANOVA tables for both PJC and PMC as interchanged dependent variables, one can conclude that perceived job competence does have an impact on perceived marital competence. The reciprocal conclusion that perceived marital competence has an impact on perceived job competence is also supported.

This was interpreted to indicate that how a man feels about his job will have an impact on his marriage. It is important for a man to feel competent as a provider if he is to feel competent as a husband. His perception of competence of self is not synonymous in job and marriage, but his feelings about his provider role, do have an impact on his feelings about his husband role.

Occupational status, though significant, accounted for only 2% ($w^2 = .02$) of the variation in PMC scores; therefore it was judged to be a weak predictor of perceived marital competence. Visual examination of the means of the two groups revealed that blue collar husbands ($N = 62$; Mean = 57.23) had higher mean scores than white collar husbands ($N = 72$; Mean = 52.47).

Generally research on the blue collar male has supported the contention that he perceives his role as provider as very important in the family, and by the very fact that he brings home an adequate paycheck, his feelings of competency as a husband are reinforced. It is possible that the white collar worker may have a higher education and may be more introspective in his consideration of his husband role competence.

None of the other variables included were significant to Perceived Marital Competence under the conditions of this study. It is interesting to note that there was a negative relationship, though not significant ($p < .10$), between the number of years married and PMC scores. The longer they were married, the lower were the perceptions of marital competence.

Summary and Discussion

What impact does a man's perception of his competence as a provider have on his perception of competence as a husband? Is there a reciprocal relationship between his perceptions of competence in these two roles? These were the major questions which this study was designed to explore. Married men, 35 to 55 years of age and employed in business or industry, were interviewed in the data collection.

A Perceived Job Competence Scale and a Perceived Marital Competence Scale were developed to assess provider role and husband role competences. Each role was determined to be multi-dimensional. The provider role included the segments identified as self-esteem, income, evaluation by significant others, and task and work environment. Components of the husband role included therapeutic competence, sexual competence, and power conflict resolution.

The most important determinant of a man's perception of competence in the husband role was his perception of competence in the provider role. This seems consistent with Nye et al.'s (1977) finding that almost every respondent disapproved of a husband who did not make an effort to support his family. Since a component of his husband role includes his perception of his evaluation by significant others, it was concluded that men who thought they provided adequately for their families also thought they were performing adequately as husbands.

Occupational status was the only variable included in this study which was significant to husband role competence perceptions. Blue collar

husbands, as a group, held higher views of themselves as husbands than did the white collar group. Ridley (1973) found the husbands with highest marital adjustment were lowest on job involvement. It is not possible to compare blue-collar, white-collar statuses used in the present study with Ridley's professional versus semi-professional classifications. However, it seems reasonable to conclude that blue collar jobs require less job involvement than white collar jobs. On this basis, the conclusion reached was that the two studies were supportive of each other.

Sorenson's (1974) study of white collar clergymen found the role demands of occupation were in conflict with the role demands of the husband, and that these were more intense from ages 31-40, and did not lessen until after age 50. Perhaps it was the role demands of the white collar jobs of respondents in this writer's study that produced lower husband role competency ratings of these men.

In testing the reciprocal relationship of marital competence to job competence, perceived husband role competence had the most impact on the man's perception of competence in the provider role. None of the research reviewed for this study explored this particular concept. Fulton (1974) suggested that the worker's performance on the job is sharply conditioned by what happens to him away from the plant. In one manufacturing complex, cited by Fulton, a counseling service is offered to its 12,000 employees. Marital problems accounted for 54% of the cases, ranging from shift worker to executive, handled by these counselors.

When a man, then, perceives himself as incompetent in the husband role, it seems reasonable that he may perceive himself as less competent in the work role, though this may be a temporary reaction. Since this was not a longitudinal study, this could not be determined.

The second most important factor to the man's perceived provider role competence was his income. Axelson (1960) found men in the postparental years to be least satisfied in the area of income. Neugarten (1968) pointed out that men perceive the onset of middle age by cues from outside the family, often through the differential behavior accorded them in the work setting. In an industrial society, both status and authority in the job and income are the measures by which a man must assess his level of achievement. The significance of income to perceived job competence, found in this study, was judged to indicate that men do use the level of income to support conceptions of self competence.

White males perceived themselves as more competent than black males, but viewed themselves as less competent when the wife was in a white collar job. Since middle-age is a time when more women are likely to work than at any other time, it may well be that the white wife who does not want to negatively affect her marital relationship by working should choose an occupation that is not threatening to her husband's occupational status. This may not be true of the younger generation but for the middle-age population the more traditional role orientations of the sexes may be deeply ingrained.

For blacks, the reverse was true. A wife in a higher status (white-collar) job has been more the norm among blacks since slavery times when

the woman was more likely to be a household servant than a field hand. This did not appear to affect the marital relationship negatively then and has apparently produced different racial reactions to job statuses of males and females.

The findings of this study indicated that the middle-aged man's perception of competence as a provider has an impact on his perception of competence as a husband. The reciprocal relationship was also supported. How competent a middle-aged man feels as a husband has an impact on his perception of competence as a worker. There is a strong, positive relationship between these two major role perceptions, although these perceptions are not synonymous.

CONCLUSIONS

Competent perceptions of self are positively related to man's feelings of competence in the job and in the marriage. Each of these is related to the individual's perceptions of the evaluations by significant others in both roles included in this study. On this basis the following applications are recommended for these findings:

(1) Employers might use the Perceived Job Competence Scale to elicit areas of dissatisfaction in employees. They might develop more ways of offering recognition to the employee who is doing a good job to bolster his perception of self. The employer who becomes more keenly aware of changes in his personnel's attitude and performance may offer intervention services at a point before they reach serious crisis level for the employee. Such counseling services may be available for both family and job related problems.

Use of the PJC scale may tap potential problems before widespread discontent occurs among the employee group also. An industrial society by its very nature includes much impersonal labor and effort which affords little recognition by one's fellowman. When the man fails to find recognition from and support by significant others in the job setting, it may place greater strain on the marriage.

(2) The most significant other in the marital relationship is one's spouse, of course. Since it is very important that one feel able to perform adequately in role demands, it is suggested that feeling competent or incompetent may really be the basis of happiness or satisfaction. It is suggested that more might be learned about marital

problems from the use of the Perceived Marital Competence Scale than from happiness or satisfaction ratings. Identification of problem areas could be used as focal points in trying to improve communication between spouses. After examining one spouse's ratings, the other spouse might be counseled about how to give more positive feedback to bolster the spouse's self perception. In the more impersonal world of today, it seems increasingly important that spouses provide positive support for each other.

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Table 1
Correlation of Subscales to Overall Satisfaction
in Job or Marriage

Subscales	Pearson r
Perceived Job Competence Scale	
How successful would you rate yourself in your job, considering everything about your job?	
Task	.392
Income	.436
Evaluation of Significant Others	.506
Self Esteem	.448

Perceived Marital Competence Scale	
Overall, how successful are you as a husband?	
Therapeutic	.691
Sexual	.527
Power Conflict	.509

Table 2A
Results of Factor Analysis and Discrimination Tests
Perceived Marital Competence Scale

Item	Factor	Factor Loading	t-Value	df	Level of Significance
How successful do you rate yourself:					
<u>Therapeutic</u>					
38. at promoting a feeling of security in your wife?		.622	6.08	35 and 36	.0001
41. at fulfilling reasonable well your spouse's ideal of a marriage partner?		.789	4.82	34 and 36	.0001
42. at satisfying your wife's desire for affection?		.794	4.51	35 and 36	.0001
44. at letting your wife know that you have confidence in her?		.803	6.69	36 and 36	.0001
45. at helping your wife have an optimistic feeling toward life?		.791	4.84	36 and 36	.0001
47. at helping your wife become a more interesting person?		.781	2.35	34 and 36	.0128
48. at helping your wife get along with people better?		.769	3.05	35 and 36	.0012
49. at helping your wife do what she knows is right even when others around her disagree?		.740	5.66	34 and 36	.0001
51 at helping your wife have more self-confidence?		.787	3.70	36 and 36	.0001

Table 2A-Continued

Item	Factor	Factor Loading	t-Value	df	Level of Significance
53. at helping your wife get over emotional upsets?		.754	2.46	36 and 36	.0085
54. at encouraging your wife when she is discouraged?		.763	4.59	36 and 36	.0001
55. at seeing things from your wife's point of view?		.739	1.65	36 and 36	.1408
56. at being aware of your wife's feelings?		.853	3.80	36 and 36	.0001
57. at being considerate of your wife's feelings?		.792	4.77	36 and 36	.0001
58. in understanding your wife?		.836	2.49	36 and 36	.0074
59. at respecting your wife's wishes when making important decisions?		.730	3.14	35 and 36	.0009
69. at allowing your wife to express her feelings for you?		.700	3.10	36 and 36	.0010
71. at timing sexual activity to suit your wife?		.670	2.73	36 and 36	.0034
<u>Sexual</u>					
70. at being romantic with your wife in sexual activity?		.858	4.32	36 and 36	.0001
72. in getting positive responses from your wife when you desire sexual activity?		.788	4.15	36 and 36	.0001
73. at satisfying your wife in sexual activity?		.899	10.44	36 and 36	.0001

Table 2A-Continued

Item	Factor	Factor Loading	t-Value	df	Level of Significance
74. at providing sexual stimulation for your wife?		.925	20.66	36 and 36	.0001
75. at providing the amount and kind of sexual activity your wife desires?		.898	14.80	36 and 36	.0001
76. at reassuring your wife that she is a good lover?		.895	9.76	36 and 36	.0001
<u>Conflict Communication</u>					
63. at letting your wife know that things she does displease you?		.894	3.03	35 and 36	.0013
64. at letting your wife know when you are displeased with her?		.881	2.53	36 and 36	.0065
65. at expressing your disagreement with your wife honestly and openly?		.807	3.05	36 and 36	.0012
67. at discussing the conflict without becoming angry?		.662	1.76	36 and 36	.0929

Table 2B

Results of Factor Analysis and Discrimination Tests
Perceived Job Competence Scale

Item	Factor	Factor Loading	t-Value	df	Level of Significance
<u>Self Esteem</u>					
1. What degree of success have you reached in achieving the sense of importance you desire in your job?		.723	4.37	39 and 39	.0001
4. What degree of success have you reached in becoming all that you are capable of becoming?		.738	2.35	38 and 39	.0094
7. What degree of success have you had in receiving praise or rewards other than money?		.673	3.53	34 and 38	.0002
14. How successful are you in getting into work that is interesting?		.600	4.76	39 and 39	.0001
18. What degree of success have you reached in getting a job that gives you a sense of accomplishment?		.774	10.72	38 and 39	.0001
20. How successful have you been in getting a job where the promotion policies give you a chance to move up?		.799	6.41	35 and 35	.0001
26. How successful are you in increasing your income as you deserve?		.697	2.37	39 and 38	.0015

Table 2B-Continued

Item	Factor	Factor Loading	t-Value	df	Level of Significance
<u>Income</u>					
24. How successful are you in getting a satisfactory income?		.887	5.74	39 and 39	.0001
25. What degree of success have you reached in getting an income that you are really worth?		.886	5.11	38 and 39	.0001
27. How successful are you in getting cost-of-living raises?		.807	4.16	38 and 36	.0001
28. How successful are you in the amount of income you have in comparison with others?		.803	3.43	38 and 39	.0002
<u>Task and Work Environment</u>					
15. What degree of success have you reached in getting a job that is not too easy or too hard for you?		.738	3.95	38 and 38	.0001
17. How successful are you in keeping a job that does not have too much pressure for you?		.637	1.97	38 and 38	.0394
19. What degree of success have you reached in getting a job where the promotion policies give you a chance to move up?		.744	10.32	39 and 38	.0001
21. How successful are you in getting along with the people with whom you work?		.530	3.59	39 and 38	.0001

Table 2B-Continued

Item	Factor	Factor Loading	t-Value	df	Level of Significance
23. How successful are you in getting to work the hours you want to work?		.601	5.19	39 and 38	.0001
<u>Personal Relationships</u>					
6. How successful does your wife think you are in what you have achieved?		.750	8.85	39 and 38	.0001
9. How successful are you in the eyes of your friends?		.607	3.55	39 and 38	.0001
30. How successful does your wife think you are in bringing home a good salary?		.776	2.88	39 and 39	.0013
31. How successful does your wife think you have been in getting a good place to work?		.752	6.47	38 and 39	.0001
33. How successful are you in not letting your home problems affect your performance on the job?		.699	8.50	39 and 39	.0001
34. How successful are you in not letting your work problems affect your marriage relationship at home?		.715	4.81	39 and 39	.0001

Table 3
Analysis of Variance for the Effects of Selected
Factors on Perceived Marital Competence Scores

Sources of Variation	D.F.	Mean Squares	F Values
Perceived Job Competence	1	3806.73	78.71**
Income	1	108.23	2.24
Age	1	62.72	1.23
Years Married	1	142.32	2.94
Education	1	4.27	.09
Race	1	39.68	.82
Occupational Status	1	313.74	6.49*
Wife's Employment Status	2	21.64	.45
Race and Occupational Status	1	47.98	.99
Race and Wife's Employment Status	2	132.47	2.74
Occupational Status and Wife's Employment Status	2	29.61	.61
Error	<u>119</u>	48.36	
Total	133		

*p = .01

**p < .0001

Table 4

Analysis of Variance for the Effects of Selected
Factors on Perceived Job Competence Scores

Sources of Variation	D.F.	Mean Squares	F Values
Perceived Marital Competence	1	775.261	78.71***
Income	1	88.145	8.95**
Age	1	.003	.00
Years Married	1	28.904	2.95
Education	1	7.271	.74
Race	1	42.663	4.33*
Occupational Status	1	11.816	1.19
Wife's Employment Status	1	12.152	1.23
Race and Occupational Status	1	6.325	.64
Race and Wife's Employment Status	2	44.790	4.55*
Occupational Status and Wife's Employment Status	2	.3340	.03
Error	<u>119</u>	9.85	
Total	133		

*p < .05

**p < .01

***p < .0001